

			DCPS Comprehensive Staffing Model								
			CSM - FULL		CSM - STANDARD						
	Elementary Schools				Middle Schools		Senior High Schools				
	Position	Average Salary	Enrollment	FTE	Enrollment	FTE	Enrollment	FTE	Enrollment	FTE	
Required Staffing	Principal	\$138,122	-	1	-	1	-	1	-	1	
	Instructional Coach	\$90,681	-	1	-	1	-	1	-	1	
	Art teacher* (Elem & PK-8 only)	\$90,681	1 - 250 251 - 400 401 - 800	0.5 1 1.5	1 - 250 250+ 400+	0.5 1 1.5	* At the secondary level, art, music and physical education teachers are included in the total teacher allocation.		* At the secondary level, art, music and physical education teachers are included in the total teacher allocation.		
	Music teacher* (Elem & PK-8 only)	\$90,681	1 - 250 251 - 400 401 - 800	0.5 1 1.5	1 - 250 250+ 400+	0.5 1 1.5					
	PE teacher* (Elem & PK-8 only)	\$90,681	1 - 250 251 - 400 401 - 800	0.5 1 1.5	1 - 250 250+ 400+	0.5 1 1.5					
	Social Worker (Licensed Independent Clinical Social Worker)*	\$90,681	1 - 500 501 - 750 751 - 2,000	1 2 3	1 - 500 501 - 750 751 - 2,000	1 2 3					1 - 250 251 - 500 501 - 750 750 - 1000
	*Social Worker allocations may change based on an analysis of student population. All schools will receive a min 0.5 FTE. Principals will be updated during Technical Assistance Sessions.										
	Media Specialist or Librarian	\$90,681	1 - 250 251 - 2,000	0.5 1	1 - 250 251 - 2,000	0.5 1	1 - 250 251 - 2,000	0.5 1	1 - 250 251 - 2,000	0.5 1	
	Educational Aide	\$30,315	PS	1:15	PS	1:15	Middle Schools do not receive Educational Aides		High Schools do not receive Educational Aides		
	Educational Aide	\$30,315	PK - K	1:20	PK - K	1:20					
	Custodial Foreman	\$56,794	-	1	-	1	-	1	-	2	
	(Based on student square footage: 150 sq ft/student)	\$42,285	1 - 40,000	2	1 - 40,000	2	1 - 40,000	2	1 - 40,000	2	
			40,001 - 65,000	3	40,001 - 65,000	3	40,001 - 65,000	3	40,001 - 65,000	3	
			65,001 - 90,000	4	65,001 - 90,000	4	65,001 - 90,000	4	65,001 - 90,000	4	
			-	-	90,001 - 115,000	5	90,001 - 115,000	5	90,001 - 115,000	5	
			-	-	115,001 - 140,000	6	115,001 - 140,000	6	115,001 - 140,000	6	
	FSS (Full Service School)	\$281,243	No FSS Program at CSM - Full ES		No FSS Program at ES		FSS Middle; 1 AP; 2 ET-15 Positions where applicable		No FSS Program at SHS		
	SAM (School-Wide Application Model)	\$90,681	Will receive 1 Instructional Coach (SAM Coach - ET-15) where applicable							No SAM Program at SHS	
	Special Education Teachers (ET-15s)*	\$90,681	FT	1:10	FT	1:10	FT	1:10	FT	1:12	
			FTA	1:7	FTA	1:7	FTA	1:7	FTA	1:7	
			PT	1:18	PT	1:18	PT	1:18	PT	1:20	
EC			1:10	EC	1:10	EC	1:10	EC	-		
ECA			1:3	ECA	1:3	ECA	1:3	ECA	-		
*The Office of Special Education reviews each school's staffing to determine if student IEP needs exceed staffing provided. If so, adjustments may be made.											
English Language Learner (ELL) Teachers (ET-15s)	\$90,681	Level 1 - Level 4 (ES only)	1:22	Level 1 - Level 4	1:22	Level 1	1:15	Level 1	1:15		
		Level 1 (MS only)	1:15	-	-	Level 2-4	1:22	Level 2-4	1:22		
		Level 2-4 (MS only)	1:22	-	-	-	-	-	-		
Substitute Teacher Budget		\$840 per Instructional ET-15		\$840 per Instructional ET-15		\$840 per Instructional ET-15		\$840 per Instructional ET-15			
Flexible Staffing	Position	Average Salary	Grade Level	Staffing Ratio	Grade Level	Staffing Ratio	Grade Level	Staffing Ratio	Grade Level	Staffing Ratio	
	Teachers (ET-15) Teacher to Student Staffing Ratios	\$90,681	PS	1:15	PS	1:15	PS	1:15	PS	1:15	
			PK - K	1:20	PK - K	1:20	PK - K	1:20	PK - K	1:20	
			1-2	1:20	1 - 2	1:20	1 - 2	1:20	1 - 2	1:20	
			3-5	1:25	3 - 5	1:25	3 - 5	1:25	3 - 5	1:25	
			6-8	1:20	6 - 8	1:20	6 - 8	1:20	6 - 8	1:20	
	9-12	1:22	9 - 12	1:22	9 - 12	1:22	9 - 12	1:22			
	School Administrator (Dean of Students, Assistant Principal, etc.)	\$102,180	1 per 400 or percent thereof *Less than 300 students will not receive school admin. allocation		1 per 400 or percent thereof *Less than 300 students will not receive school admin. allocation		1 per 300 or percent thereof		1 per 300 or percent thereof		
			Enrollment	FTE	Enrollment	FTE	Enrollment	FTE	Enrollment	FTE	
	Special Education Coordinator	\$90,145	0 - 200 201 - 450 451 - 2,000	0 0.5 1	0 - 200 201 - 450 451 - 2,000	0 0.5 1	0 - 200 201 - 450 451 - 2,000	0 0.5 1	0 - 200 201 - 450 451 - 2,000	0 0.5 1	
	Guidance Counselor	\$90,681 (MS) \$99,749 (SHS)	1 per 400 Middle Schools Only		Elementary Schools do not receive Guidance Counselor		1 per 400 or percent thereof		1 per 400 or percent thereof Minimum of 1		
	Business Manager	\$66,769	1 - 250 251 - 2,000	0.5 1	1 - 250 251 - 2,000	0.5 1	1 - 250 251 - 2,000	0.5 1	1 - 250 251 - 2,000	0.5 1	
	Admin. Aide	\$43,898	-	1	-	1	-	1	-	1	
	Clerk	\$37,193	1 per 400 or percent thereof		1 per 400 or percent thereof		1 per 400 or percent thereof		1 per 400 or percent thereof		
	Registrar (SHS Only)	\$40,687	CSM Full do not receive Registrar or Attendance Counselor		Elementary Schools do not receive Registrar or Attendance Counselor		Middle Schools do not receive Registrar or Attendance Counselor		1 per SHS	1	
	Attendance Counselor (SHS Only)	\$49,643							1 per SHS	1	
	Admin Premium/ Custodial OT		\$87/student		\$87/student		\$87/student		\$87/student		
Non-Personnel Services (NPS)		3.5% of total budget		3.5% of total budget		3.5% of total budget		3.5% of total budget			